

Parker, Michelle

From: Cantor, Howard
Sent: Tuesday, February 18, 2014 11:17 AM
To: Dunlap, Bridget; Parker, Michelle; Serina, Don
Subject: Fw: Inappropriate Behavior -- Your Assistance Requested

Importance: High

Don,

I sent this from my Groupcast. Why is this problem occurring when it has not in the past?

Thanks,
Howard

Howard Cantor
Deputy Regional Administrator
US EPA, Region 8
Phone: (303)312-6308

From: Hawthorne, Daniel
Sent: Tuesday, February 18, 2014 11:14:59 AM
To: Cantor, Howard
Subject: FW: Inappropriate Behavior -- Your Assistance Requested

Just FYI -- both of your emails were routed directly to the "Junk Email" folder in Outlook and I do not understand why. My guess is this happened to all R8 employees.

Daniel T. Hawthorne, CFE
Resident Agent in Charge
Denver Post of Duty
United States Environmental Protection Agency
Office of Inspector General
Office of Investigations
1595 Wynkoop Street, 4th Floor (OIG)
Denver, CO 80202
(303) 312-6815 [OFFICE]
(303) 312-7088 [FAX]

From: Howard Cantor [mailto:Howard_Cantor@epamail.epa.gov]
Sent: Tuesday, February 18, 2014 11:09 AM
To: All Region 8 Employees
Subject: Inappropriate Behavior -- Your Assistance Requested
Importance: High

**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
REGION 8**

1595 Wynkoop Street
DENVER, CO 80202-1129

February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor//signed//
Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.